

TENNESSEE BOARD OF REGENTS
Special Called Meeting of the Board
May 6, 2024 at 11:00 a.m. (CDT)
Agenda

1. Review and Consider Recommendation for the President of Volunteer State Community College (*Tydings*)
2. Review and Consider the Criteria for the Next President of TCAT Elizabethton (*Tydings*)

- *This meeting will include members of the Tennessee Board of Regents who are participating by electronic means of communication and will be live-streamed and archived on the TBR website at <https://www.tbr.edu/board/may-6-2024-special-called-board-meeting>.*
- *Persons who want to request to address the Board may follow the process authorized by [TBR Policy 1.02.12.00 – Requests to Address the Board](#).*

BOARD TRANSMITTAL

MEETING:	Special Called Meeting of the Board
SUBJECT:	Review and Consider Recommendation for the President of Volunteer State
DATE:	May 6, 2024
PRESENTER:	Chancellor Flora W. Tydings
PRESENTATION REQUIREMENTS:	10 minutes
ACTION REQUIRED:	Roll Call Vote
STAFF RECOMMENDATION:	Recommend Approval

The Board approved the search criteria and recruitment for the next president at Volunteer State Community College on October 20, 2023. The search committee was comprised of faculty, staff, alum, students, and community members, as well as Board Members.

The committee met for the first time on January 26 to review the search process. Then on April 9, the committee reviewed eighty-two (82) applications from across the country. The committee narrowed the pool of candidates to eleven (11) to be interviewed on April 17 and 18. From that meeting, three (3) candidates were invited to participate in campus interviews on April 24, 25, and 26.

After the interviews and campus visits were conducted and in consultation with committee members, Chancellor Tydings expects to make a recommendation to the Board at its special meeting on May 6.

BOARD TRANSMITTAL

MEETING: Special Called Meeting of the Board

SUBJECT: Review and Consider the Criteria for the Next President of
TCAT Elizabethton

DATE: May 6, 2024

PRESENTER: Chancellor Flora W. Tydings

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

Due to the resignation of David Hicks as president of TCAT Elizabethton effective June 28, 2024 search criteria is attached for your approval to recruit for a new president.



President

Tennessee College of Applied Technology – Elizabethton

The Tennessee Board of Regents invites applications and nominations for the position of President of the Tennessee College of Applied Technology (TCAT) – Elizabethton. The Tennessee College of Applied Technology – Elizabethton is one of the 23 Tennessee’s post-secondary technical colleges and institutions of the College System of Tennessee, governed by the Tennessee Board of Regents. The President is the chief executive officer of the College and reports to the Tennessee Board of Regents through the Chancellor.

The President exercises broad delegated authority with responsibility for all aspects of campus administration. The successful candidate will be a dynamic, innovative, and energetic leader with the experience, vision, skills, and integrity required to guide this quality college to higher levels of achievement.

TCAT-Elizabethton served almost 1000 students in FY 2022-23, ranging from dual enrolled high school students to adults seeking supplemental training. TCAT-Elizabethton has 24 program offerings, including such programs as Administrative Office Technology, Advanced Manufacturing, Automotive Technology, Building Construction Technology, Collision Repair Technology, Computer Information Technology, Cosmetology, Criminal Justice: Correctional Officer, Diesel Powered Equipment Technology, Dietary Manager, Heavy Equipment Manager, HVAC Refrigeration, Industrial Electricity, Machine Tool Technology, Meat Processing Technology, Millwright Skills, Off-Road Diesel Technology, Patient Care Technology/Medical Assisting, Phlebotomy, Pipefitting and Plumbing Technology, Practical Nursing, and Welding.

TCAT Elizabethton employs approximately 58 full-time employees and has an annual operating budget of approximately \$7 million. TCAT Elizabethton is accredited by the Council on Occupational Education. Additional information about the college can be found at <https://tcatelizabethton.edu>.

Required criteria for selection include the following:

- A master’s degree from an accredited institution.

Preferred criteria for selection include, but are not limited to, the following:

- A distinguished record of teaching experience in public higher education or technical education program planning experience.
- A minimum of five years of successful leadership and management experience at the executive level with significant decision-making responsibility for supervision/management, budgets, personnel, and/or programs in a post-secondary and/or technical educational environment.
- A distinguished record of extensive senior level administrative experience in a complex business, industry, or government enterprise.
- Experience in the planning, facilitating, opening, and operating new higher education sites.

Expected criteria for selection to include:

- A demonstrated commitment to serving students, faculty and staff of a post-secondary technical college;
- A demonstration of experience with engaging various constituencies and building partnerships;
- Capable of establishing strong community college and K-12 partnerships and relationships;
- A commitment to attracting traditional and non-traditional students into workforce programs (certificates /diplomas) and promoting approaches to enhance their opportunity for success;

- An understanding of and commitment to enhancing student success through focused efforts on retention, persistence and completion;
- A demonstrated strength in human relations and communication, planning, financial management, budgeting and organizational skills to lead and inspire internal and external constituencies of the college;
- A demonstrated background and understanding of and commitment to private fundraising;
- Demonstrated ability to lead an institution that is comprised of multiple campuses that meet specific needs in the communities served;
- A demonstrated understanding of institutional accreditation processes;
- An understanding of regional workforce education and training needs and how to strategically position TCAT-Elizabethton in a highly competitive post-secondary education marketplace; and
- An understanding of and commitment to the role of TCAT-Elizabethton as part of a higher education system.

The Tennessee Board of Regents is committed to building and sustaining an inclusive and diverse educational environment and encourages applications from interested candidates who can contribute to promote and enhance this effort.

The College System of Tennessee is an Equal Opportunity/Affirmative Action employer. Under state law, applicants may request that their application and related materials be confidential and not open for public inspection until such time the candidate is selected as a finalist for the position. The Tennessee Open Meetings Act requires meetings of the Board of Regents to be open to the public.

Please submit application materials by June 6, 2024, and limit application materials to 20 pages. It is anticipated that the President will be selected prior to August 1, 2024.

Resume/vita and cover letter should be submitted through the TBR Applicant Tracking System at <https://www.tbr.edu/hr/executivesearches>. The cover letter should include at a minimum the following:

- Largest budget you have managed;
- Largest number of full-time and part-time direct report employees;
- Largest donation that you personally cultivated, solicited, and made “the ask”; and
- Description of three major accomplishments of which you are most proud.